

**Letter of Agreement**  
**PFSP - PPS**  
**Staffing Process for Schools Impacted by**  
**the Southeast Enrollment & Program Changes**

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Preamble

On May 24, 2022 the Portland Public School Board of Education approved Resolution [6513](#), "SE Enrollment and Program Balancing - Phase 2" which details boundary and feeder pattern changes as well as program location changes. Furthermore, on October 25, 2022 the Portland Public School Board of Education approved Resolution [6599](#), "Lent English Scholars move to Marysville".

Portland Public Schools ("the District") and the Portland Federation of School Professionals ("PFSP") recognize the impact boundary changes have on employees, students, and families. Our school communities are more than places where learning occurs; they are places where people feel a sense of belonging, support, and safety. Our communities depend on those things from their neighborhood school. Acknowledging that there will be some disruption to school communities who have a shared history, the District is committed to regular communication with employees throughout the process.

Agreement

The District and PFSP agree to the following:

The duration of this Letter of Agreement (LOA) is for the annual staffing process that occurs between December 2022-June 2023 for the 2023-2024 school year. The parties agree that this LOA is intended to address the staffing needs of impacted schools or programs as outlined in this agreement.

**1. Creative Science K-8 School and Bridger ES Neighborhood Program**

Creative Science School K-8 moves from the Clark building to the Bridger building. The Bridger neighborhood program closes and students are assigned to Creative Science School K-8 at the Bridger location.

- a. Creative Science School K-8 classified staff are assigned to the new location Creative Science K-8 School at Bridger.
- b. Prior to winter break, through a district led survey, current Bridger ES classified staff choose to be assigned to Creative Science School at Bridger or Lent ES Dual Language Immersion (DLI) Program.
- c. Based on the combined seniority list from Creative Science School and employees who selected the new Creative Science School at Bridger, Creative Science School at Bridger completes the regular staffing process as outlined in Article 26, Section II of the PFSP Collective Bargaining Agreement (CBA).
- d. See #2 for Bridger ES selecting the Lent ES DLI program.

**2. Bridger ES Spanish DLI Program and Lent Spanish DLI Program**

The DLI Spanish program at Bridger ES is closed and students are reassigned to Lent ES DLI Spanish program

- a. Prior to winter break, through a district led survey, current Bridger ES classified staff choose to be assigned to Creative Science School at Bridger or Lent DLI ES.

- b. Prior to winter break, through a district led survey, current Lent ES classified staff choose to be assigned to Lent DLI ES or Marysville ES.
- c. Based on the combined seniority list of employees who selected the Lent DLI program from Lent ES and Bridger ES, Lent ES DLI Program completes the regular staffing process as outlined in Article 26, Section II of the CBA.
- d. See #1 for Bridger ES classified staff selecting Creative Science School at Bridger.
- e. See #3 for Lent ES classified staff selecting Marysville ES.

**3. Lent ES English Scholars Program and Marysville Elementary School**

Lent ES English Scholars Program is closed and students are reassigned to Marysville ES.

- a. Marysville ES classified staff remain assigned to Marysville ES.
- b. Prior to winter break, through a district led survey, current Lent ES classified staff choose to be assigned to Lent DLI ES or Marysville ES.
- c. Based on the combined seniority list from Marysville ES and Lent ES employees who selected Marysville ES, Marysville ES completes the regular staffing process as outlined in Article 26, Section II of the CBA.
- d. See #2 for Lent ES classified staff selecting the Lent ES DLI Program.

**4. Harrison Park K-8 School including Chinese DLI Program, Harrison Park MS, and Clark ES**

6-8 students from Harrison Park K-8 remain at the Harrison Park building forming Harrison Park MS. Incoming 6th graders to Harrison Park MS come from neighboring elementary schools. K-5 students from Harrison Park K-8 move to the Clark building forming Clark ES.

- a. Prior to winter break, through a district-led survey, current Harrison Park K-8 classified staff chose to be assigned to Clark ES or Harrison Park MS.
- b. Based on the list of Harrison Park K-8 employees who selected Clark ES, Clark ES completes the regular staffing process as outlined in Article 26, Section II of the CBA.
- c. Based on the list of Harrison Park K-8 employees who selected Harrison Park MS, Harrison Park MS completes the regular staffing process as outlined in Article 26, Section II of the CBA.

Unless expressly altered by this Letter of Agreement (LOA), the existing collective bargaining agreement (CBA) remains in full effect. Schools, programs, and central office departments not listed are not impacted by this agreement and follow the staffing processes as outlined in Article 26, Section II of the CBA.

The reference to Creative Science School at Bridger does not signify or imply agreement to a school or program name change.

For the District

*Genevieve Rough*

Date

12/2/2022

For the Union

*Michelle Latten*

Date

12/2/2022